

# EF PRESENTS 10 CRITICAL AREAS FOR IMPROVING CIE- BASED ON THE WIOA ADVISORY COMMITTEE REPORT

August 3, 2018



WIOA Advisory Committee Full and Final Report: <https://www.dol.gov/odep/topics/WIOA.htm>

employment



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## Recommendations based on The Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (ACICIEID)

In order to support states in their Employment First and systems change efforts, ODEP has identified 10 Critical Areas to Increase Competitive Integrated Employment (CIE) based on the recommendations put forth in the Workforce Innovation and Opportunity Act (WIOA) Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (ACICIEID) Final Report.

### Highlighted Recommendations from Executive Summary

#### **Overall Capacity Building**

In order to build more systemic capacity for CIE, there needs to be:

1. Guidance, policies and strategies to prioritize federal funding for CIE,
2. Data collection and analysis requirements for recipients of federal funding based on a common definition of CIE and outcomes,
3. Funding and initiatives to help agencies build CIE capacity, develop national standards of professional competence, and train professionals skilled in facilitating CIE, and
4. A federal interagency task force focused on policies to expand capacity of CIE and advance economic self-sufficiency.

#### **Capacity Building for Youth**

For youth to effectively transition to adult employment there needs to be:

1. Early work experiences,
2. Family involvement and support,
3. Professional development and training,

4. Systems integration for seamless transition, and
5. Available and transferable assistive technology

#### **Capacity Building through Changes in the Use and Oversight of 14(c) Certificates**

Subminimum wages paid under certificates allowable under Section 14(c) of the FLSA inhibit participation in CIE. To address this, the Committee recommends that:

1. Congress amend the FLSA to allow for a multi-year, well-planned phase out of Section 14(c),
2. The Wage and Hour Division of the U.S. Department of Labor engage in stronger oversight of the current use of 14(c) Certificates, and
3. The federal government assists states with building capacity of service systems to provide CIE services as alternatives to those provided under programs using a 14(c) Certificate.

#### **Building Capacity in the Marketplace**

Increased business and employer engagement will be necessary to increase CIE and will require:

1. Increased and more effective communication and outreach to businesses,

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2. Specific business-oriented professional development for employment services personnel,
3. Incentives to create work experiences as preludes to employment,
4. Expansion of available benefits counseling and financial coaching,
5. More accessible transportation,
6. Hiring initiatives in high-growth industries, particularly healthcare,
7. Additional outreach to federal contractors regarding the Office of Federal Contract Compliance Programs (OFCCP) Section 503 regulations which establish disability hiring goals, and
8. Revisions to federal tax incentives and credits available to employers who hire people with disabilities.

## Capacity Building in Specific Federal Agencies

Increasing CIE will require partnerships and complementary actions among multiple federal agencies, including these activities:

1. Establishing a cross-agency working group to provide policy guidance and technical assistance on integrated day and wraparound services that complement and maximize CIE and that advance the socioeconomic status and security of people with disabilities,
2. Demonstrating how the waiver of certain requirements in the Ticket to Work program will enable youth receiving Supplemental Security Income/ Social Security Disability Insurance (SSI/SSDI) to access services across systems that lead to CIE, and

3. Developing a policy reform initiative designed to increase the number of SSI/SSDI beneficiaries in CIE and who are self-sufficient.

## Increasing Competitive Integrated Employment in the AbilityOne® Program

Reforming the AbilityOne® Program so that it can create CIE opportunities on a broad scale will require:

1. Amending the Javits-Wagner-O'Day Act (JWOD) to fully align the Act with modern federal disability law and policy goals by reforming the criteria for contract procurement selection and for program eligibility,
2. Researching the current use of AbilityOne to identify how the program is serving the target population and to determine steps for improving its ability to create CIE opportunities, and
3. Evaluating the implementation and impact of AbilityOne reforms.

## Conclusion

The work of the Committee, and the formation of its recommendations, was intended to increase opportunities for CIE for individuals with I/DD or other significant disabilities. Ensuring that CIE is the first option for people with I/DD or other significant disabilities will increase their employment participation rate and lead to a significant reduction in segregated work and non work programs and in the use of Section 14(c) Certificates for paying subminimum wages. CIE will create a critical pathway to better economic future and increased economic self-sufficiency for youth and adults with disabilities.